Enlisted Placement and Distribution PERS-403

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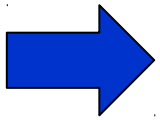
Agenda

- Overview of Detailing Process
- CMS/ID
- Sailor and Command Roles in Process
- Realistic Expectations
- Issues/Common Pitfalls
- New at PERS-403
- What Detailers Can/Can’t Do
- Final Thoughts

Detailing: Old Way vs. New Way

- **Pre-CMS/ID**
  - "Penciling in"



- **CMS/ID**
  - Formal business rules
  - Billets are prioritized
  - "Green Billets"

Billets Authorized (BA) and the Navy Manning Plan (NMP)

Enlisted Community Managers (ECMs)

Detailers

Billets Authorized: What the Navy has paid for regarding personnel billets. ECMs establish policy and manage accessions to keep the Navy manned to BA.

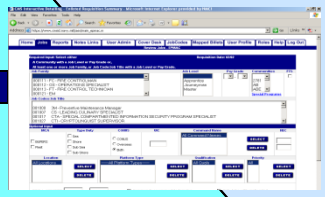
The Activity Manning Document (AMD) and Ship Manning Document (SMD) are the source documents on which BA is based.

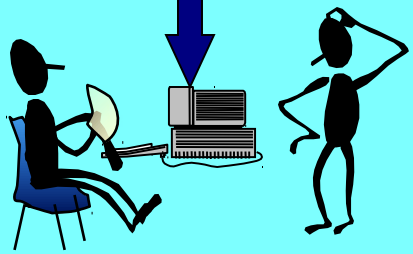
Navy Manning Plan (NMP): The personnel we have (distributable inventory) and how we plan to distribute them.

Requisitions get generated when projected personnel onboard in 9 months (POB-9) is less than P-9 NMP based on PRD (not EAOS).

Enlisted Distribution System Overview

CMS/ID





4013

-*Monitors Enlisted Personnel Readiness*
-*Generates Prioritized Requisitions*
-*Represents MCAs for personnel readiness*

PLACEMENT

The Command's Advocate

MCA

-*Establishes Priorities*

TYCOM

ISIC

UNIT

SAILOR

-*Review record at 12-15 months prior to PRD to ensure data is accurate; update preferences*
-*9-7 months view available reqs and apply*

CCC

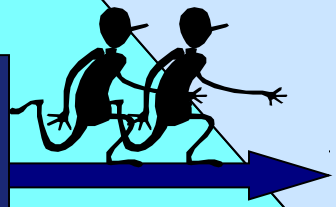
-*Review CMS/ID w/Sailors*
-*Assist sailor with CMS/ID Negotiations*

ASSIGNMENTS

The Sailor's Advocate

NPC Detailers

-*Make selections*
-*Release orders*
-*Negotiate special cases*



NEGOTIATION WINDOW

	APRIL	JUNE
	MAY	JULY
	JUNE	AUGUST
	JULY	SEPTEMBER
	AUGUST	OCTOBER
	SEPTEMBER	NOVEMBER
	OCTOBER	DECEMBER
	NOVEMBER	JANUARY
	DECEMBER	FEBRUARY
	JANUARY	MARCH
	FEBRUARY	APRIL
	MARCH	MAY

CMS/ID Schedule

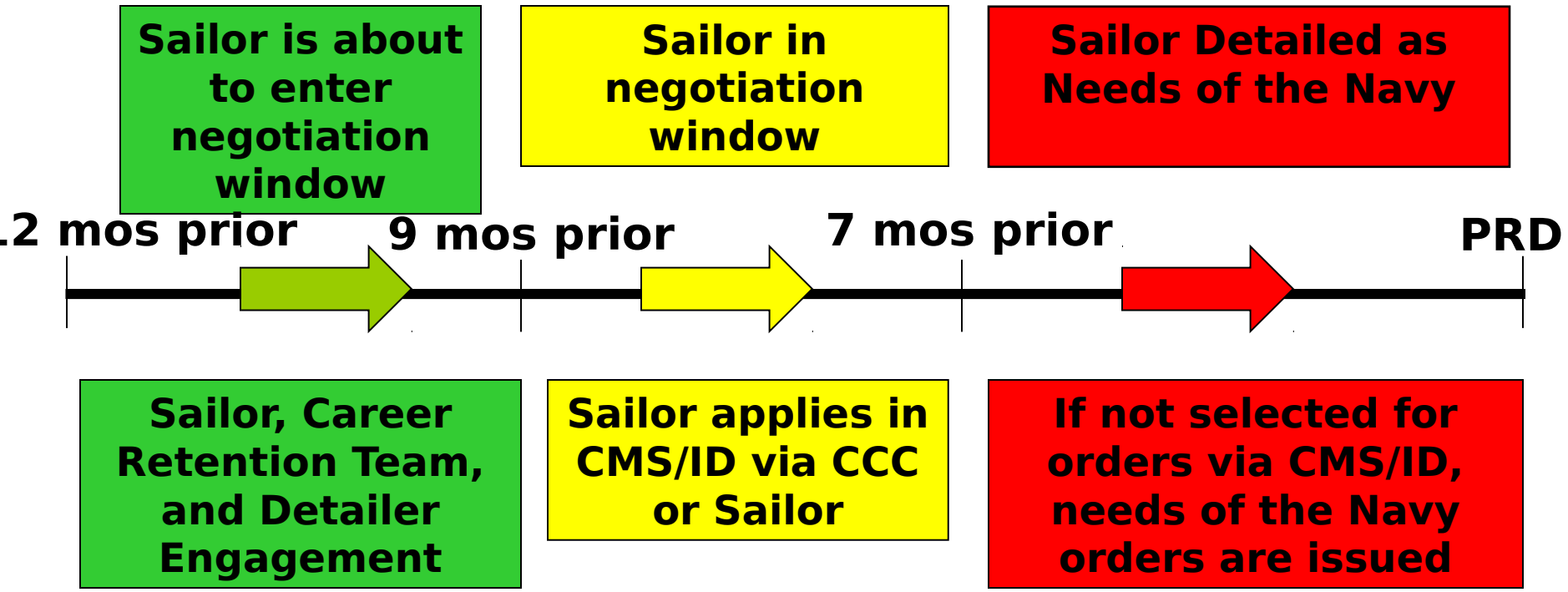
CMS-ID SCHEDULE FOR ACTIVE DUTY AND FULL TIME SUPPORT

APPLICATION RESULTS ARE AVAILABLE BEGINNING AT 1630 (CST) ON THE DAY THE DETAILER SELECTION ENDS AND REMAINS POSTED UNTIL THE NEXT MONTHS REQUISITION SCRUB		
CMS-ID DOWN FOR REQ LOAD	CMS-ID REQUISITION SCRUB	CMS-ID DOWN FOR MAINTENANCE
CMS-ID AVAILABLE FOR APPLICATIONS	DETAILERS MAKE SELECTIONS	CMS-ID COMMAND COMMENTS ONLY (No Applications allowed)

AUGUST 2015

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	1530 (CST) 1630 (CST) 6	7	8
0000 (CST) 9	0000 (CST) 10	11	12	13	1700 (CST) 1800 (CST) 14	15
16	17	18	19	20	21	22
23	0500 (CST) 0500 (CST) 24	25	26	27	28	1400 - 2200 (CST) 29
30	31					

Detailing Time Line


Sailor is about to enter negotiation window
Sailor in negotiation window
Sailor Detailed as Needs of the Navy
.2 mos prior
9 mos prior
7 mos prior
PRD
Sailor, Career Retention Team, and Detailer Engagement
Sailor applies in CMS/ID via CCC or Sailor
If not selected for orders via CMS/ID, needs of the Navy orders are issued

COMMUNICATION IS THE KEY

(CMS/ID, E-Mail, Phone Call, Naval Message)

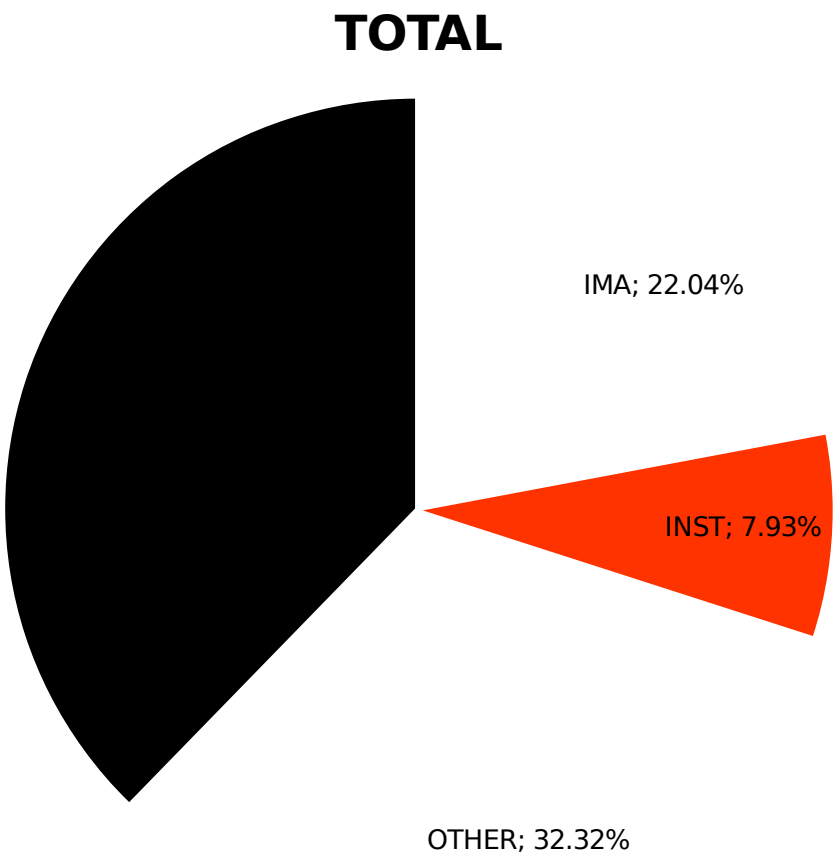
Common Pitfalls

- **PRD management**
  - **Matching PRD to EAOS**
  - **Attempting to change PRD in negotiation window**
- **Waterfront detailing**
  - **“by name request” only for Flag staff**
- **Unplanned losses**
- **Overlaps for turnovers**
- **Overseas Screening Timeline**
  - **EFM updates**
  - **BOL**

Expectations for Junior Sailors

- Use CMS-ID
- Follow sea/shore flow
- Shore duty✉ Always Nuclear billets
  - Prototype first consideration
- Homesteading is not likely, be wary of purchasing homes
- Goal NPC: Orders in hand 4 months to PRD

FY15 ORDERS



CPO Expectations

- **Similar to junior sailors except:**
  - **Contact relief for at sea billets**
  - **Less options as CPO**
- **Retirement Plans (MILPERS 1830-40)**
- **Senior Chiefs and EDMC Tours**
- **Post EDMC/Major Division LCPO Career Path**

Issues

- **Failure to OBLISERVE for Orders**
- **ERTS: NAVADMIN 058-14**
- **Overseas Screening: NAVADMIN 203-14**

NEW AT PERS-403

- **Priority Detailing:**
  - **Sailors transferring from NPTU**
- **USS LA JOLLA/USS SAN FRANCISCO conversion**
  - **Considered sea duty for pays and counter, follow on shore**
- **Instructor Screening Process**
  - **Slate and messages**
- **NPC Web Site PERS-403 Link**
  - **Phone list, Drumbeat & common email links**

COMMON EMAIL ADDRESS

- NUCLEARKHAKI@NAVY.MIL
  - Both CPO detailers and MMCM
- SUB_NUKES@NAVY.MIL
  - Sub E-6 and below E, RC, M, and ELT detailers
- SURF_NUKES@NAVY.MIL
  - Surface E-6 and below E, RC, M and ELT detailers

Detailers Can…

- **Advise Sailors**
- **Coordinate spouse collocations**
- **Return from limited duty duty orders**

Detailers Can't…

- **Adjust PRD with an email or phone call**
- **Make paygrade substitutions without appropriate approval**
- **Make assignments to non-existent requisitions**
- **Change manning demand signal (BA or NMP)**

Detailers Can't…

- **Transfer Sailors to open up EP Eval/Fitrep spots**
- **Transfer Sailors early to fix personality or leadership issues**
- **Send Sailors to schools en route that are not required on the requisition**
- **Extend EAOS**

Final Thoughts

- Don’t hesitate to contact us via e-mail, phone, message, or letter.
- We do not see schedules or watchbills.
- Do not use SSN (not even last 4): Simply provide name and rate.
- Reference PERS-403 in messages related to personnel issues.
- NMP and PRD drives requisitions, not BA or EAOS; closely work with NSSC to get UPLs off of your books!
- Follow MILPERSMAN 1320-311 for all ORDMOD requests.
- Ensure your Sailors and CCC understand CMS/ID.
- Recommend scanning and e-mailing correspondence directly to us to speed up processing time.